

Fall Festival 2004

A La Carte Pavillion • Tampa, Florida • September 15, 2004
Registration starts at 7:30am; Program begins at 8:30am.



Mark your calendar now for this exciting event!

SHRM Forums

- Specialized content and webcasts - previously extra dues
- Now FREE to all SHRM members; opt-in
 - Employment, Compensation and Benefits
 - International HR, HR Consultants, HR Metrics
 - HR Technology; High-Tech, Media Industries
- Interactive –share information/ best practices
- www.shrm.org/forums

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HURRICANE IVAN POSTPONES "CHANGING SEASONS, CHANGING TIMES"

I hope this finds all of you safe after our most recent brush with a hurricane. These past few weeks have been tough on all of us in terms of protecting our families, homes and businesses. With the threat of Hurricane Ivan headed towards the Bay Area, the Board was faced with the difficult decision of whether to stay the course with the September Expo or look at rescheduling for a future date. Since three of our speakers were coming in from out of town and we wanted to ensure a first-class event, we chose to err on the side of caution and reschedule.

Because we had already confirmed our speaker for the October Diversity meeting which is a joint meeting with SHRM (Pinellas Chapter), we decided to reschedule for November. Many of the dates were already booked so we settled on Monday, November 1. While this isn't our regular meeting date, we

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WHAT DOES MENTORING HAVE TO DO WITH RECERTIFICATION?

By Lori S. Barndollar, SPHR

The mentor program developed by HRTampa's College Relations Committee is getting ready to kick off. While the official mentor relationship is one semester at a time, the rewards to both the mentor and the student may last a lifetime. I know even after 20 years (*I was only 2 at the time*), I can still hear my first mentor talking to me.



Mentoring is a wonderful way to give back to our HR Profession and our community. HRCI recognizes the value of mentoring budding HR professionals. Choosing to be a mentor will earn you five recertification credits per year, a maximum of ten credits per recertification period. Make a difference, choose to get involved; the rewards will be ten-fold.

LEGISLATIVE UPDATE

By William D. Mitchell



Fair Labor Standard Regulations on Track for August 23, 2004

Congress adjourned without blocking the implementation of the new wage hour regulations. However there is a risk that the regulations may be nullified by

Congressional action either later this year or next year. Although some commentators are concerned about legal action to nullify the regulations, the likelihood that a lawsuit would be successful is small.

Supreme Court Limits Effect of Plan Amendments

The Supreme Court has held that retirement plans covered by ERISA cannot be amended if the amendment reduces the value of a participant's accrued benefit even if the reduction in value is the result of a contingent condition that may never occur. The amendment before the Supreme Court provided for a suspension of benefit payments if a retired participant took a supervisory position. Read broadly this case can be applied to any plan amendment that imposes a significant condition on the receipt of a benefit. *Central Laborers' Pension Fund v. Heinz*.

Religious Discrimination Lawsuits Increasing

Religious discrimination claims are up 30 percent since 2000. Claims involve both employer and employee religious activities. Employers who attempt to impose their religious beliefs on employees by, for example, having them sign a company prayer, risk liability for a hostile religious environment. On the other hand, employers must sometimes deal with employees who oppose company policy on religious grounds, for example, an employee who wishes to wear a button that attacks the beliefs of others. In these cases the employer must make a reasonable accommodation, such as allowing the employee to wear the button in the workplace but only if covered up. A third type of conflict can arise when an employee who tries to impose religious beliefs on customers. The courts have concluded that in the situations employer should try to separate the employee from customers that might be subject to proselytizing. They have also concluded that employers do not have to allow employees to impose their religious beliefs on customers.

Three tips:

1. If a company offers bible study accommodation to one denomination it should offer them to other denominations.
2. Anti-harassment policies should include religious harassment.
3. Do not ignore complaints based on religious activities.

Welcome New Members

First Name	Last Name	Certification/Designation	Company Name	Title
Lourdes (Lou)	Cortes	PHR	U S Navy, (Ret)	
Elizabeth	Walters		SendTec, Inc.I	Director of Human Resources
Stephanie	Koch	PHR	Tampa Armature Works.	HR Manager
Charles	Pascual	CCP		
Debra	Sutton	SPHR	Tampa Bay Water	HR Generalist
Beverly	Evans	SPHR	AdvanTech Solutions	Human Resource Generalist
John	Lowe		Hilltop Global Associates	President
Lisa	Valenti		Compass Rose Foundation, Inc.	Human Resource Specialist
Crystal	Duckworth		Student	

For Member information, please log onto our website at www.hrtampa.org.

"HOW ABOUT THOSE NEW SHRM FORUMS?"

Have you checked out the new Forums on the SHRM website?? You can click on the channel on the left side of the home page marked Forums. This will take you to the Forums home page. From there, you will find a selection of forums to choose from.

The Forums are new resources at SHRM for information and networking. They provide news, research, interactive dialogue, member information sharing and specialized web casts for specific "niches" of HR. There is a forum for:

- Employment and recruiting issues
- Resources for HR consultants
- International HR
- Focus on HR technology
- Compensation and Benefits issues
- Focus on HR Metrics
- HR in High-Tech Companies
- HR in Media Companies

In any of these forums, you can find information specific to the area of HR. If you are a specialist or have a major accountability in one of these, you can come to this forum to get the most "up-to-date" information available on that topic. You can also sign up to receive a periodic e-newsletter.

Each Forum also has designated web casts for members who opt in. Although these web casts are free to members, you must sign up for them in advance. Most have been pre-approved for recertification credits for PHRs and SPHRs. The web casts are then archived and are available for viewing and listening 24/7.

Members are also encouraged to "help build the forum" by contributing articles and web links that relate to the forum and would be of value to our members. Since quality and timeliness are of utmost importance to SHRM, there is a "peer review" process for articles submitted by members.

Since the inception of the new Forums, SHRM has had a tremendous response from members who enjoy a "one-stop" shopping approach to finding subject-related material. So, try it! And let us know how you like them and what you would like to see added to them.

www.shrm.org/forums

The Art of Human Resources

26th Annual HR Florida Conference & Expo
October 6-8, 2004 - Ft Lauderdale, FL

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What is Live Help?

Live Help is an interactive, one-to-one chat feature that connects you directly to an SHRM staff member for quick real-time assistance. It is provided for both customer service inquiries and quick answers to HR questions and is accessible during regular SHRM business hours (Monday through Friday, 8:30 am to 5 pm ET). The link for instructions to use this service can be found at <http://www.shrm.org/help/whatis.asp>.

How does it work?

Click the live help button and answer a few quick questions so SHRM can direct you to the appropriate department. You will then be greeted by a staff person and can submit your question. You will receive a response within seconds and may be able to get an immediate answer during your brief chat. If no one is available at that moment to respond, you will be given the option of sending an email instead.

Who are the "live persons" on the other end of Live Help?

Live Help is brought to you by the Information Center and the Customer Service Departments -- the same SHRM Staff who answer your questions via the SHRM phone and email services. Many staff take turns on Live Help, so different people may be "on" at different times of the day. The staff of the SHRM Information Center provides the "Answers to HR questions" sec-

tion of Live Help. The Customer Service Representatives, experts on SHRM membership benefits, conferences and seminars, provide Live Help for many non-HR questions.

Can I get a record of the discussion I have?

Yes. At the conclusion of your chat you may choose to provide an email address where a transcript of your session will be sent within seconds.

What if I have a follow-up question?

If it is necessary for you to be in touch with the same staff member you chatted with previously, and that individual is no longer available on chat, your request will be directed to them via email for a separate response. Complex

issues are best addressed by phone or email in most cases. If your question takes more than a few lines to type, or you have several questions about an issue, it is probably best to ask it through email or the telephone. Live Help is best suited to one quick question.

Why does it sometimes take several seconds for a response?

There may be a brief delay before you see a response for many reasons, one of which is that they may be chatting with up to three visitors at one time. In addition staff may be pulling up a link to provide you or another member with a response to a question. They respond as quickly as possible, but complicated HR-related questions or those requiring system research may result in delays of a few seconds. Live Help is busiest late in the day when more individuals tend to be on the SHRM website conducting Internet research. You might want to try it again at a less busy time of day.

**LIVE HELP ON THE WEB
FROM SHRM INFO CENTER**

Direct Connection to HR Experts
Easy to use!
<http://www.shrm.org/help/whatis.asp>
Ask your question; get an answer
Open 8:30-5pm ET
Receive hard copy of your discussion

Hurricane Ivan Postpones "Changing Seasons, Changing Times"

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hope those of you that had previously registered for this event as well as those that couldn't make it on September 15 will be able to accommodate this new date in your schedule.

There is still time to register for the HR Florida State Conference being held in Ft. Lauderdale on October 6-8, 2004. As noted at our meeting in August, if you're not excited about driving or flying there on your own, there is another option for you.

The GTE Federal Credit Union is sponsoring a bus to take members from the Suncoast HR Chapter and HR Tampa. Here are the details:

Leaves: Wednesday, October 6 (pickup location to be determined) 7: 00 a.m. (seems early, but we will have you there by noon so you can register, leave your bag at the hotel, and be seated for the opening session)

Cost: \$15 dollars roundtrip (can you beat that?)

Send checks to: Suncoast Human Resource Management Association

C/o Treasurer
Suncoast HR
P.O. Box 2111
Pinellas Park, Fl. 33780-2111

Return: Friday at 1:30 p.m. (Following the closing luncheon)

What to expect? Fun, refreshments and networking

How to sign up: Send your check, along with the names of the riders to reserve your place. Space is limited to 47 seats so sign up soon.

Questions?:

Call Marcella Schuyler, Bus Coordinator
Executrack
813 288 4608
813 810 7841 (Mobile)

Looking forward to seeing you either at the HR Florida conference on October 6 or at our regular meeting on October 20!

Sherry Moore

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